

Human Capital Partnership (HCP) Programme

Human Capital Development is essential





For Singapore to maintain its global competitiveness as an economy



For employers to attract and retain talent, and grow



For workers to have good jobs, good salaries and good careers

Objectives of the HCP Programme



Stronger complementarity between local and foreign employees (1/3 complementing 2/3 instead of 1/3 competing with 2/3)

Adopt progressive HC practices

Stronger Singaporean Core by investing in the development of local employees across all levels (Develop the 2/3)

Skills transfer from foreign to local employees to enhance capabilities of the local workforce. Enhance overall competitiveness of the workforce (2/3 + 1/3 > 1)

Support for Human Capital Partners (HCPartners)



Progressive employers recognised as HCPartners enjoy the following "3R" benefits:

Green Lane

Responsiveness

- Dedicated hotline to address queries expediently
- Priority processing for transactions with MOM



HUMAN CAPITAL PARTNER

Recognition

- HCP Mark to recognise them as employers of choice
- Invited to share best practices on HC development with peers
- Opportunities to be featured in HCP publicity materials



Resources

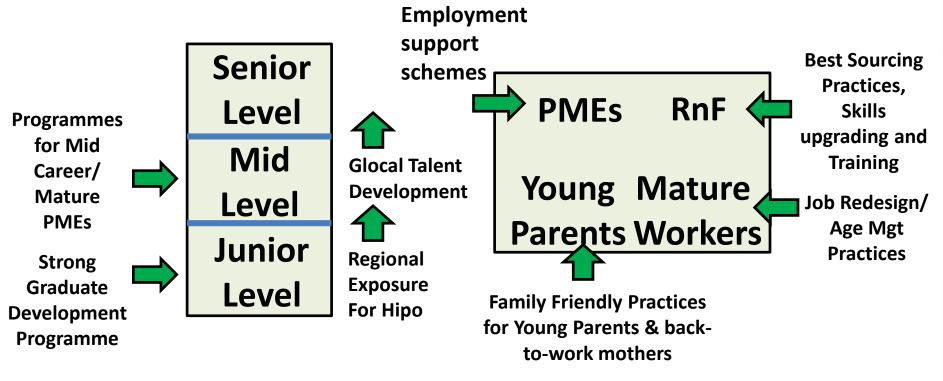
 Access to government support and resources such as Adapt and Grow initiatives, Lean Enterprise
 Development Scheme, WorkPro, SkillsFuture

Examples of HCP-type Programmes and Practices



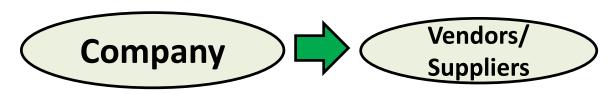
1) Across Career Stages

2) Across Employees Profile



3) Across Business
Networks

Nudge vendors/suppliers to adopt progressive human capital practices



How HCP Supports Companies' HC needs



Nurture Young Talent for First Jobs

 SkillsFuture Earn & Learn Programme

Develop Glocal Talent

- SkillsFuture Leadership Development Initiative
- Overseas Market Attachment

Create Family Friendly Workplaces

Work Pro (Work-Life Grant)

Support for Mid-Career PMEs

- Professional Conversion Programme (PCP)
- Career Support Programme (CSP)
- P-Max

Attract, Develop and Retain Mature Workers

 Work Pro (Job Redesign and Age Management Grants)

Capability Development

- Capability Development Grant (CDG)
- HR Diagnostic Tool
- Business Improvement Fund (BIF)
 - *Only for companies in tourism sector
- Training Industry Professionals in Tourism (TIP-iT)
 - *Only for companies in tourism sector

Examples of HCPartners



Nurture Young Talent for their First Jobs



Introduced a two year graduate development programme in 2014 for young talent to grow through overseas postings and rotations across different corporate functions

Develop Glocal Talent



Internal mobility programme provides high potentials with regional assignments to gain breadth and depth in understanding operations in different markets

Strengthen Local-Foreign Complementarity



Deliberate in **bringing in foreign employees** with vast
international experience and
extensive global networks, to
accelerate learning by local
employees

Skills and Capability Development



Pairs new and younger employees with experienced employees for them to benefit from the expertise and perspectives of their more senior team members

HCP CEO Breakfast Event (17 Feb 2017)

Tripartite Alliance for Fair & Progressive Employment Practices

Turnout

 Close to 160 representatives from pioneer HCPartners, aspiring firms, tripartite partners and agencies

Highlights



Minister gave the welcome speech



Group photo of pioneer HCPartners



Presentation of HCP certificates to pioneer HCPartners



Panel discussion with HCPartners sharing their HC philosophy and practices

HCP Publicity

TAFEP Fair & Progressive Employment Practices

Straits Times Editorial Series



Developing people the ExxonMobil way

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Business Times Supplement

Transforming Workplaces with A Focus on Human Capital

Businesses need to invest in human





Tripartite Alliance for Fair & Progress Employment Practices



Questions?